

DKM COLLEGE FOR WOMEN (AUTONOMOUS), VELLORE-1

DEPARTMENT OF MANAGEMENT STUDIES

QUESTION BANK

SUB : COMPENSATION MANAGEMENT

CLASS : I MA HRM

SECTION –A (6 MARKS)

1. What is compensation? Explain the objectives of compensation?
2. Explain compensation management process?
3. What is wage & salary administration & their objectives?
4. Explain the principles of wage & salary administration?
5. Explain in detail factors influencing wage policy?
6. Explain the basic concepts of wage payment?
7. Explain the merits & demerits of Time wage?
8. Explain the merits & demerits of piece wage?
9. Differentiate piece wage & Time wage.
10. Explain the concept of pay differences?
11. Explain the different types of wage theory?
12. Explain the concept executive compensation?
13. Explain the essentials of a good system of wage Payment?
14. What is an Incentive? Explain the requirement of a sound incentive plan?
15. Explain the merits of incentives?
16. Enumerate the problem of an Incentive?
17. Explain the concept profit sharing?
18. Explain the uses of Job Analysis?
19. Explain the objectives of Job evaluation?
20. Explain the process of Job evaluation?
21. Explain the collective bargaining strategies?
22. Explain the process of value based compensation design?
23. Explain the compensation strategic design?
24. Define collective bargaining & their characteristics?
25. Explain the importance of collective bargaining?
26. Explain the process Job Analysis?

27. Explain the objectives of collective bargaining?
28. Explain the guidelines of work in collective bargaining?
29. Explain the guidelines of a management in collective bargaining.
30. Explain collective bargaining in India?
31. Explain the concept the fringe benefits?
32. Explain the features of voluntary Retirement scheme?
33. Explain the merits & demerits of voluntary Retirement scheme?
34. Explain the voluntary Retirement scheme in India?
35. Explain the concept of variable pay?
36. Explain the concept of dearness allowance?
37. Explain the concept of Industrial relations in India?
38. Explain the section 12 (1) & 18 (3)?
39. Explain the term productivity sell cement?
40. Explain the term Golden hand shake?
41. Explain the term ESOP?
42. Explain the incentives at MNCS?

SECTION -A (15 MARKS)

1. Explain the categories of Incentives?
2. Explain the emergence & growth of Dearness allowance?
3. Explain the process of collective bargaining?
4. Explain the IR hands due to LPU?
5. Explain the methods of Job evaluation?
6. Explain the role of fringe benefits in reward system.
7. Explain merit & demerit of variable pay & its effectiveness?
